

360 Degree Feedback

The 360 degree performance appraisal is the start of a conversation between the manager and the team member. It is based around candid feedback collected anonymously from supervisors, peers and subordinates asking a few key questions. Its accuracy is tied to patterns of comments in response to each of those questions.



Free Trial 360 Survey

Try it Now! 

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Password

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[View the demo walkthrough!](#)

Watch a narrated presentation of 360 Tool in action.

If you already use a 360 degree appraisal.

If you already use this process, you understand its value and power. 360 Tool automates the survey process, ensuring confidentiality. This web-based tool is designed for the Manager to quickly and easily capture

teammate responses and compile them into a neat written report. This report delivers the constructive feedback which most people never get. Find out 360 Tool can work for you. [Free trial survey, now!](#)

What's the cost?

- 1 Survey = \$50
- 5 Surveys = \$225
- 10 Surveys = \$400
- Unlimited for one year = \$600

If you are not using the 360 degree evaluation.

If you are not using a 360 process, your company is doing one of two things. You are struggling with some performance review system that few people like or find useful. Or, your company has altogether abandoned any performance review process. And you are no dummy.

You are not going to revive a process that no one really supports. Yet, you still kick yourself when you have performance issues and no way to deal with them.

Here is Henry's story:

Henry is a real person. This is the way it happened. Henry had been a project manager in the company for two years. In the beginning, people weren't sure exactly how to deal with Henry, so they went along with him even when he was abrasive. Two years down the road, the friction had become visible to everyone, including customers. In spite of all this, Henry's projects consistently came in 5 percent under budget. He was worth saving. His manager had talked to him several times, but Henry just didn't get it.

That's when a 360 degree survey was suggested. Several of

Henry's teammates were selected to participate. Anonymously, they responded to specific questions about Henry and his behavior. Henry was shocked. Nothing was new, but **now it was coming from his peers**, and not just one. On some subjects, the responses were unanimous.

48 Hours Later

After the 360 review, Henry made three promises to start doing specific things, and three promises to stop doing specific things. **Within 48 hours, positive comments about Henry's new behavior began to filter in to his boss.** Even his boss was surprised that Henry could make that dramatic change so quickly.

360 Tool is battle tested to collect the real feedback you need.

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Testimonials

These guys clean up pretty well for their picture, but here is what we want you to know about them. **They are hard working chief executives whose organizations number 300-400 people.** They meet serious payrolls every week and cannot afford to have underperforming managers and supervisors. Here is what they have to say about 360Tool.



"Our company-wide performance review is now built around the 360 process. It is the basis for that important conversation between the team member and the manager."

Bill Kent, President, Team Horner Horner Express, Autopilot, Aquacal, Horner Engineering, Horner Worldwide



"We have been using the 360 appraisal for several years and it has proven to be the best evaluation tool due to the honest review from peers. The only problem in the past was tracking and compiling the sensitive information into a summary to sit down with the subject. Now with 360Tool.com we eliminate that. It is the best human resource tool for the money that I have seen."

Rob Kornahrens, President, Advanced Roofing Inc.



"We have found that the 360tool breaks down the barrier between what we usually talk about and what should be discussed. The tool creates an



environment where it is safe to touch on topics that otherwise are not addressed. One of my managers said of his 360 experience: 'The questionnaire allows for honest and constructive feedback. It lets me see how my co-workers view me in the work place. I will be able to use the feedback I received to better manage my people and my work day.' We have found it to be a great tool for stimulating constructive conversation."

Mike Doro, President Coit Cleaning & Restoration Services

"For a big company like ours, performance reviews are essential to provide accurate, fair, sometimes confrontational feedback to our managers. The 360 gets us there, fast. It's easy to set up and activate a survey, start to finish in five minutes."

Bernard Paul-Hus, President, Hypower Inc.

How Can I Get Started?

Follow the link to the [Free Trial](#) and create a survey immediately. The Free Trial is **fully operational** and contains all the features of 360 Tool. For a complete explanation, follow the [Help link](#) at the top of this page.

Free Trial 360 Survey

Try it Now! 